

cc: Mary Lucas
 Dennis Affleck
 From: Jim Hill
 Date: 10/09/02
 Subject: Issues at JN....
 Reference: Your note of 10/06/02 11:36 attached below

F115938
 F028040
 F010239

 Johnna,

I think the first place you need to start is with Fred Sayre. If he is aware of this he needs to be, as this gives him a chance to resolve it store level. If it isn't resolved you and Fred should contact Regional Mary Lucas and Dennis Affleck for their involvement.

If I can be of further assistance please contact me.

Thank you,
 Jim

----- ATTACHED NOTE -----

To: Mary Lucas
 cc: Jim Hill
 From: Johnna Havard
 Date: 10/06/02
 Subject: Issues at JN....

F115938
 F010239
 F677062

 I would like to know what the guildlines for salary managers. I am having some issues here at Juneau that I have never dealt with before and I want to know how to handle them, it has to deal with someone that is higher and treating me unfairly. Currently I am working a 6-4 shift then turn around to do a graveyard at 11pm. I do realize that salary does work shifts but I would like to know if this is even okay to do to an employee this healthy? For example today, I am scheduled the 6-4 opening shift Sunday, then I have to turn around and do a graveyard at 11pm. Then at 10:00am I was given a 5 page tour that I had to complete the majority of my own by the end of today. Then tonight I am pulling the graveyard shift to catch up on freight because we have 10 boards in the HOM stockroom we have 10 more boards in our own stockroom, and I was told that I had to complete it all on my own. I am the only one scheduled to do the graveyard complete all of these. If I don't I feel like I am being set up to fail. This is not the first time that this has happened to me at this store. I put in alot of hours and o.t. here and I do my best with no training for my job. This manager hasn't even began my training since I stepped foot into this store. Now before I had come to this store, I was at BK for only 3 months and recieved more training there in that small amount of time then I am getting here. I also get harped on, if I change the schedule to fit the needs of business the time and the manager isn't here. What am I supposed to do? Leave the floor a mess with minimal help and the rest of the crew stressed out every day because they have (as I have been told) to "just deal with it". I do the best I can with the resources given to me and the training that I recieved previously in another location.

While I was at WF & BK, I was taught how to use my resources given to me and to also try and cover a shift, depending on the issue with the employee (sick call, emergency leave..). I was taught the best ways to do this with the managers at the time and to also make sure it wouldn't hurt us in the long run. This is the worst I have ever been treated, here at Fred Meyer. I want it to stop. I also feel that I am a good asset to this company with my knowledge for my job, my ability to learn quickly, and my eagerness to

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things done. All I am here to do is my job to the best that I can, to my goals for the day, and to move on in this company.

If you have any other questions concerning my issues, feel free to call cell#907-209-2517 because I will be working graveyards this whole week do go back to days next Sunday.

Thank you for your time,
Johnna Havard,
ALE asst. mgr JN/158